



CITY OF DURHAM | NORTH CAROLINA

May 4, 2016

TO: Thomas J. Bonfield, City Manager

THROUGH: W. Bowman Ferguson, Deputy City Manager

FROM: Larry C. Smith, Interim Chief of Police

SUBJECT: Durham Police Department Response to LGBTQ Policy Concerns

EXECUTIVE SUMMARY

On December 22, 2015 members of the Durham Police Department met with representatives of Southerners on New Ground (S.O.N.G.) to discuss policy concerns regarding treatment of the LGBTQ community. Included in the meeting were representatives of the Office of the Chief, Professional Standards, Central District Command and Accreditation. S.O.N.G. presented the Police Department with a sample policy (East Point, GA) that it wished to have considered for adoption in Durham. It was determined by a review of the policy that the majority of the policy dealt with jail intake issues. It was recommended that they request a meeting with the Office of the Sheriff to discuss their concerns. We do not know if S.O.N.G. has reached out to the Office of the Sheriff or not. The Police Department did commit to considering the recommended policy in part or in whole.

Members of S.O.N.G. were asked if they were aware of any complaints from the LGBTQ community who had complained about being mistreated by members of the Durham Police Department. They stated that they had received no complaints regarding the Durham Police Department.

The Durham Police Department has developed a relationship with the LGBTQ Center and has met with Helena Cragg, director of the Center. Ms. Cragg has brought no complaints or concerns to the attention of the Police Department regarding mistreatment of members of the LGBTQ community by its employees. The Police Department will continue to provide a liaison for the LGBTQ Center of Durham.

The Police Department does recognize that it does not have a policy addressing encounters with transgender, intersex and gender nonconforming individuals and that one needs to be developed to give clear direction to its police officers. The Accreditation Manager for the

Police Department has researched the issue and has obtained multiple policies throughout the United States as part of that research. The Police Department wishes to include the new Chief of Police in any development of a new policy of this nature; especially in light of the fact that the Atlanta Police Department's policy is one of the policies that the Durham Police Department is researching. Currently the Police Department has policies that require all employees to treat all citizens with dignity and respect. While the current policy is likely too broad, employees are obligated and held accountable for their actions under this policy.